

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION
PROCUREMENT SERVICES DIVISION

**AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM
RESPONSIBLE MANUFACTURERS PROVISION**

BID/RFP NUMBER: 1259

DATE: 12-18-2003

This affidavit of compliance will be the contractor's sworn statement that facilities identified on this form are responsible manufacturers as defined in the Milwaukee Code of Ordinances 317-10 sub. 2-d.

Contractors shall procure and submit sworn reports or affidavits from every subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section.

In the event that any information provided by the contractor or subcontractor changes during the specified time period of the contract, the contractor shall submit or cause to be submitted to the purchasing director sworn reports or affidavits relating to the updated information.

- A. Below, provide the name and address of the companies and facilities in this the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
<u>GOLDFISH UNIFORMS</u> (Contractor/Vendor)	<u>5102 W. BLUE MOUND</u>	<u>MILWAUKEE</u>	<u>WI</u>	<u>53208</u>
	<u>ROAD</u>			
<u>BLAUER MFG CO</u> (SUBCONTRACTOR/SUPPLIER)	<u>20 ABERDEEN ST</u>	<u>BOSTON</u>	<u>MA</u>	<u>02215</u>

- B. Below, provide the names and address of all owners of the facilities in which the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
<u>CHARLES RASON/BLAUER</u> <u>MFG CO</u>	<u>20 ABERDEEN ST</u>	<u>BOSTON</u>	<u>MA</u>	<u>02215</u>

- C. Below, provide the base hourly wage and the percent of wage level paid as health benefits for persons working at the facilities in which the items of apparel have been or will be manufactured or distributed, laundered, or dry cleaned.

BASE HOURLY WAGE:	PERCENTAGE OF WAGE LEVEL PAID AS HEALTH BENEFITS:
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GOLDFISH UNIFORMS
414-476-4340 FAX 414-476-0047
5102 W. BLUE MOUND ROAD
MILWAUKEE, WI 53208

\$ 10.00 / HR / GOLDFISH UNIFORMS / MAIN
VENDOR

12%

In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit of

Compliance form in good faith and have made no willingly false or misleading statements. Further, I have disclosed the names and plant locations of all my manufacturers and their subcontractors purchasing, renting, laundering and dry cleaning of items of apparel that I sell to

the City of Milwaukee. I have also included affidavits of compliance from each subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section indicating their compliance with the Code of Ordinances Section 310-17. Further, I understand that any false statement on these forms could result in:

- ▶ Withholding of payments.
- ▶ Termination, suspension or cancellation of the contract in whole or in part.
- ▶ After a due process hearing, denial of the right of the contractor to bid on future city contracts, by himself or herself, partner or agent, or by any corporation of which he or she is a member, for a period of one year after the first violation is found and for a period of 3 years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above:

AUTHORIZED SIGNATURE:

Arun N. Gandhi

PRINTED NAME:

ARUN N. GANDHI

COMPANY NAME:

GOLDFISH UNIFORMS

Personally came before me on this 18th day of December, 2003,

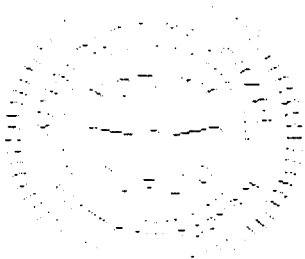
(he/she) Arun N. Gandhi who acknowledges that he/she executed the foregoing document for the purpose therein contained for and on behalf of said company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

(SEAL)

Kimberlee Kaufmann
NOTARY PUBLIC SIGNATURE

Kimberlee Kaufmann
PRINT NAME

My commission expires: 8/19/07



GOLDFISH UNIFORMS
414-478-4343 FAX 414-478-4347
5102 W. BLUE MOUNTAIN
MILWAUKEE, WI 53219

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION
PROCUREMENT SERVICES DIVISION

**AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM
RESPONSIBLE MANUFACTURERS PROVISION**

BID/RFP NUMBER: 1259

DATE: 12-16-2003

This affidavit of compliance will be the contractor's sworn statement that facilities identified on this form are responsible manufacturers as defined in the Milwaukee Code of Ordinances 317-10 sub. 2-4.

Contractors shall procure and submit sworn reports or affidavits from every subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section.

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- A. Below, provide the name and address of the companies and facilities in this the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
SEE 2 PAGE				
ADDENDUM ATTACHED				
BLAUER MFG				

- B. Below, provide the names and address of all owners of the facilities in which the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
SEE 2 PAGE				
ADDENDUM ATTACHED				

- C. Below, provide the base hourly wage and the percent of wage level paid as health benefits for persons working at the facilities in which the items of apparel have been or will be manufactured or distributed, laundered, or dry cleaned.

BASE HOURLY WAGE: <u>SEE 2 PAGE</u>	PERCENTAGE OF WAGE LEVEL PAID AS HEALTH BENEFITS:
-------------------------------------	---

ADDENDUM ATTACHED

GOLDFISH UNIFORMS
414-478-4343 FAX 414-478-0047
5102 W. BLUE MOUND ROAD
MILWAUKEE, WI 53208

\$	%
----	---

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- ▶ Termination, suspension or cancellation of the contract in whole or in part.
- ▶ After a due process hearing, denial of the right of the contractor to bid on future city contracts, by himself or herself, partner or agent, or by any corporation of which he or she is a member, for a period of one year after the first violation is found and for a period of 3 years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above:

AUTHORIZED SIGNATURE: Charles Rosen

PRINTED NAME: CHARLES ROSEN

COMPANY NAME: BLAUER MANUFACTURING CO., INC.

Personally came before me on this 16th day of December, 2003.

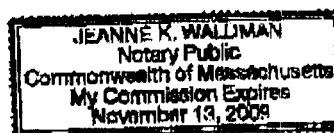
(he/she) Charles Rosen who acknowledges that he/she executed the foregoing document for the purpose therein contained for and on behalf of said company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

(SEAL)

Jeanne Waldman
NOTARY PUBLIC SIGNATURE

JEANNE WALDMAN
PRINT NAME

My commission expires:



ADDENDUM TO AFFIDAVIT OF COMPLIANCE-PROCUREMENT OF ITEMS OF
APPAREL FROM
RESPONSIBLE MANUFACTURERS PROVISION

BID/RFP NUMBER 1259 DATE

A.

Name of Manufacturer/
Contractor/Subcontractor:
Fuqing Grace Hill Products Co., Inc.
Address:
Hong Kuan Industrial Village, XiTou, YangXia
City:
FuQuing City
State/Province:
FuJian Province
Zip Code:
350323

B.

Owners:
Name of Manufacturer/
Contractor/subcontractor:
Mr. Jack Lai
Mr. Henry Liu
Address:
Hong Kuan Industrial Village, XiTou, YangXia
City:
FuQuing City
State/Province:
FuJian Province
Zip Code:
350323

C.

Base Hourly Wage:
RMB 4.626 = \$0.514692 (conversion as of 11:33 15 December 2003)

Percentage of wage level paid as health benefits:
14.19%

A.

Name of Manufacturer/
Contractor/Subcontractor:
Hui Yang Charming Garment Fty.

Charles Row

GOLDFISH UNIFORMS
414-476-1343 FAX 414-476-0047
6102 W. BLUE MOUND ROAD
MILWAUKEE WI 53222

Address:
Dan Shui Zhen

City:
Hui Yang Hsien

State/Province:
Guang Dong

Country:
China

Zip Code:
None provided.

B.

Owners:
Name of Manufacturer/
Contractor/subcontractor:
Mr. Lau Siu Ching

Address:
Dan Shui Zhen

City:
Hui Yang Hsien

State/Province:
Guang Dong

Country:
China

Zip Code:
None provided

C.

Base Hourly Wage:
\$0.625

Percentage of wage level paid as health benefits:
8.3%

Chanh Am

Blauer Manufacturing Co., Inc.

ANTI-SWEATSHOP/HUMAN RIGHTS POLICY

Blauer Manufacturing Co., Inc. a major player in the public safety uniform industry and an acknowledged industry leader is committed to ethical and legal business practices. Accordingly we are supportive of the national dialogue designed to eradicate sweatshop conditions surrounding the manufacturing of products associated with the Apparel Industry.

We support a code of conduct in our factories and for our contractors and licensees that will help guarantee safe, healthy and fair conditions for workers who produce our public safety uniform apparel. We support the position of the U.S. Labor Department, the Apparel Industry Partnership and the Fair Labor Association regarding employment and provision of fair treatment.

For three generations Blauers have supplied quality public safety uniform apparel. Charles Blauer and his sons Michael, Stephen and Bill and Charles' daughter Sharyn are actively engaged in the operation of the Company. They personally and as a corporation support the foregoing and the following Principles:

1. Code of Conduct. We believe firmly that workers in this country and abroad that help produce the apparel bearing the Blauer Label should be treated humanely and fairly and should work under healthy and safe conditions. Accordingly, we endorse a Code of Conduct for all our factories, contractors and licensees that include important provisions, many of which are supported by national or international law and deeply held norms.

These provisions aim to ensure:

- ▣ Compliance with all applicable national laws;
- ▣ Compensation standards, including payment of the higher of the minimum wage or local prevailing wage;
- ▣ Humane limitations on the required hours of work;
- ▣ Limitations on child labor, consistent with international and national law;

GOLDFISH UNIFORMS
414-476-4343 FAX 414-478-0047
5102 W. BLUE MOUND ROAD
MILWAUKEE, WI 53203

- ▣ Prohibition of forced labor;
- ▣ Safe and healthy working environment;
- ▣ Nondiscrimination in employment based on gender, race, religion, age, disability, nationality, or ethnic origin;
- ▣ Prohibition of harassment of employees; and
- ▣ Freedom of association and collective bargaining.

2. Commitment to Implementation. We also believe firmly that ensuring that these provisions (and others as described below) are followed will require commitment and follow-through, not only by us but also by other public safety uniform apparel manufacturers. We support appropriate associations, consortia, or other groups that will work to ensure compliance. Where needed we will engage the services of SGS (the Societe General De Surveillance) an internationally recognized inspection firm, to independently monitor compliance and confirm that our employment and working condition standards are being met. We will urge others in the public safety uniform business to do the same or equal.

3. Public Disclosure. We believe that consumers of Blauer's products should know that these goods are manufactured in compliance with a Code of Conduct. Blauer will take the lead and promote the organization of a Public Safety Uniform Industry Anti Sweatshop/Human Rights Committee (perhaps within the framework of an existing organization) of apparel companies in the public safety uniform business. The Committee will require factories, contractors and licensees to provide full disclosure as expeditiously as possible under existing contracts and as a condition of future contracts. Accordingly, we advocate the full public disclosure of company names, production and manufacturing locations for public safety uniform apparel through such a committee.

4. Compensation Standards. We believe that, as a matter of human rights and human dignity, workers engaged in the production of public safety uniforms should receive wages that meet at least their basic needs. This concept has been sometimes referred to as a "living wage". In many instances, such a wage level would exceed the minimum and/or prevailing wage. However, defining a wage level or levels (across different countries and locations) presents significant challenges: it is widely held that there is no current consensus on these compensation levels. Nevertheless, we believe it is fundamentally important to engage in that process to define wage level(s) for workers engaged in the production of public safety uniform apparel that would meet at least their basic needs and be

consistent with human rights.

5. Guidelines and Standards. Accordingly, We will join in appropriate research studies with a Public Safety Uniform Industry committee, United States Labor Department and international groups and organizations, to determine guidelines that could create appropriate wage standards. Through these studies Blauer will work to identify a wage level(s) for workers employed by our factories, contractors and licensees consistent with human rights and our personal and corporate values. Based on that information, we will work to implement a policy that will ensure that our plants and contractors compensate workers at a wage level(s) consistent with basic human rights and dignity. Additionally, we will advocate that the Public Safety Apparel Industry Committee and other national and international organizations explore this topic to determine how and where a Code of Conduct might be modified to reflect the payment of wage level(s) consistent with human rights.

6. Women's Rights. A majority of workers making Blauer products are women who may be vulnerable to exploitation or coercion. We, therefore, will advocate that a Code of Conduct should explicitly protect women with respect to equal pay, equal treatment and equal rights, as well as ensure their reproductive health and freedom during pregnancy and maternity leave. We will require our plants, contractors and licensees to ensure that women employees receive fair treatment and are free from coercion or exploitation.

**CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION
PROCUREMENT SERVICES DIVISION**

**AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM
RESPONSIBLE MANUFACTURERS PROVISION**

BID/RFP NUMBER: 1259 DATE: _____

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Contractors shall procure and submit sworn reports or affidavits from every subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section.

In the event that any information provided by the contractor or subcontractor changes during the specified time period of the contract, the contractor shall submit or cause to be submitted to the purchasing director sworn reports or affidavits relating to the updated information.

- A. Below, provide the name and address of the companies and facilities in this the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
<i>Taylor's Leatherwear, Inc.</i>	<i>1245 FIVE PTS. RD.</i>	<i>TULLAHOMA</i>	<i>TN.</i>	<i>37288</i>

- B. Below, provide the names and address of all owners of the facilities in which the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP

- C. Below, provide the base hourly wage and the percent of wage level paid as health benefits for persons working at the facilities in which the items of apparel have been or will be manufactured or distributed, laundered, or dry cleaned.

BASE HOURLY WAGE:

10⁰⁰PERCENTAGE OF WAGE LEVEL PAID AS HEALTH
BENEFITS:

0%

In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit
of

Compliance form in good faith and have made no willingly false or misleading statements.

Further, I have disclosed the names and plant locations of all my manufacturers and their
subcontractors purchasing, renting, laundering and dry cleaning of items of apparel that I sell
to

the City of Milwaukee. I have also included affidavits of compliance from each subcontractor
employed by the contractor during the specified time period of the contract for the fulfillment of
contracts covered under this section indicating their compliance with the Code of Ordinances
Section 310-17. Further, I understand that any false statement on these forms could result in:

- ▶ Withholding of payments.
- ▶ Termination, suspension or cancellation of the contract in whole or in part.
- ▶ After a due process hearing, denial of the right of the contractor to bid on future city
contracts, by himself or herself, partner or agent, or by any corporation of which he or
she

is a member, for a period of one year after the first violation is found and for a period of 3
years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of
Ordinances as stated above:

AUTHORIZED SIGNATURE:

D.K. Patton

PRINTED NAME:

DAVID K. PATTON

COMPANY NAME:

Taylor's Leatherwear, Inc.

Personally came before me on this 12 day of JAN, 2004,

(he/she) David K. Patton who acknowledges that he/she executed the
foregoing document for the purpose therein contained for and on behalf of said
company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

(SEAL)

NOTARY PUBLIC SIGNATURE

Colene Ogles

PRINT NAME

Colene Ogles

My commission expires:

April 2006





A Division of Red the Uniform Tailor, Inc.

Designers & Manufacturers of Quality Apparel

January 12, 2004

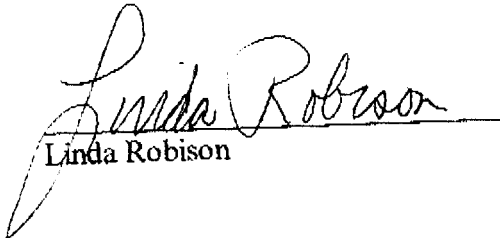
Diane Meredith-Berndt
Sr. Purchasing Agent
City of Milwaukee

Diane:

Horace Small, Mount Pleasant, Red Kap are all divisions
of VF Imagewear.

Thank you.

BADGER UNIFORMS


Linda Robison

VF Imagewear
P O Box 140995
545 Marriott Drive
Nashville, TN 37214

Ms. Linda Robison
Badger Uniform
4854 South 10th Street
Milwaukee, WI 53221

Dear Ms. Robinson:

Enclosed are the Affidavit of Compliance forms which we discussed today. I have made notes in the Base Wage and Health Benefits boxes regarding the items listed. Here is a recap due to the limited space provided on the form:

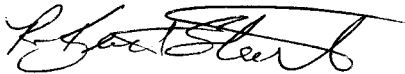
Honduras – Base wage \$1.10
Mexico – Base wage \$1.50

Local currencies have been converted to achieve this figure. In both of the countries listed above medical care is socialized and provided to the entire population and funded by the government. In both countries our country pays payroll taxes to the respective governments in the 90 to 100% range of dollars paid to the employees. Doctors and/or nurses are also provided in the facilities or industrial parks where the facilities are located.

The U.S. distribution facility in Henning, TN has a base wage of \$10.00 and approximately 17% of that wage level is paid as health benefits.

Please feel free to contact me should you need additional information.

Regards,



R. Keith Stewart
VF Imagewear
Director Order Management
Phone: 615.565.5388
Email: keith_stewart@vfc.com

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION
 PROCUREMENT SERVICES DIVISION

**AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM
 RESPONSIBLE MANUFACTURERS PROVISION**

BID/RFP NUMBER: 1259 DATE: _____

This affidavit of compliance will be the contractor's sworn statement that facilities identified on this form are responsible manufacturers as defined in the Milwaukee Code of Ordinances 317-10 sub. 2-d.

Contractors shall procure and submit sworn reports or affidavits from every subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section.

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A. Below, provide the name and address of the companies and facilities in this the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
VF Imagewear (RKI de Mexico, S.A. de CV)	Libramiento Periferico R.L.S.	TORREON	COAH. Mexico	CP 27054
VF Imagewear (RKI de Mexico, S.A. de CV)	Frente Anisido Santo Tomas BLVD TORREON No 5000	MUNICIPIO DE	COAH. Mexico	CP 27440
VF Imagewear (RKI de Honduras)	ZIP BUENA VISTA CARRETERA A. TEENCIGALPA	VILLANUEVA	CORTES HONDURAS	
VF Imagewear	HWY. 209 SOUTH	Henning	TN.	38041

B. Below, provide the names and address of all owners of the facilities in which the items of apparel have been or will be manufactured, distributed, laundered or dry cleaned (attach additional sheet, if necessary):

NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
VF Imagewear	545 MARKIOT DRIVE	NASHVILLE	TN	37214

C. Below, provide the base hourly wage and the percent of wage level paid as health benefits for persons working at the facilities in which the items of apparel have been or will be manufactured or distributed, laundered, or dry cleaned.

BASE HOURLY WAGE:	MEXICO \$1.50	PERCENTAGE OF WAGE LEVEL PAID AS HEALTH
\$	HONDURAS \$1.10	BENEFITS: MEXICO & HONDURAS HAVE GOVERNMENT SUPPLIED MEDICAL CARE WHICH IS FUNDED BY THE 90-100% FRINGE RATE PAID
	HENNING, T.N. \$10.00	17% THE GOVERNMENT. 17% LISTED IS FOR U.S. FACTORY RELATED IN HENNING, TN.

In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit of

Compliance form in good faith and have made no willingly false or misleading statements. Further, I have disclosed the names and plant locations of all my manufacturers and their subcontractors purchasing, renting, laundering and dry cleaning of items of apparel that I sell to

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is a member, for a period of one year after the first violation is found and for a period of 3 years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above:

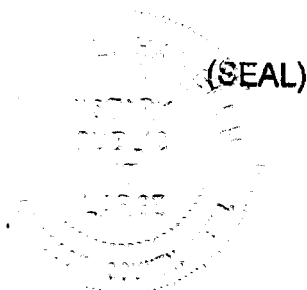
AUTHORIZED SIGNATURE: *R. Keith Stewart*

PRINTED NAME: R. KEITH STEWART

COMPANY NAME: VF IMAGEWEAR

Personally came before me on this 22nd day of December, 2003.

(he/she) R. Keith Stewart who acknowledges that he/she executed the foregoing document for the purpose therein contained for and on behalf of said company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.



NOTARY PUBLIC SIGNATURE

Connie L. Hamblen

PRINT NAME

Connie L. Hamblen

My commission expires:

My Commission Expires Nov. 26, 2005

CITY OF MILWAUKEE - DEPARTMENT OF ADMINISTRATION
PROCUREMENT SERVICES DIVISION

**AFFIDAVIT OF COMPLIANCE - PROCUREMENT OF ITEMS OF APPAREL FROM
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NAME OF MANUFACTURER/ CONTRACTOR/SUBCONTRACTOR	ADDRESS	CITY	STATE	ZIP
SEE 2 PAGE				
ADDENDUM ATTACHED				

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SEE 2 PAGE				
ADDENDUM ATTACHED				

- C. Below, provide the base hourly wage and the percent of wage level paid as health benefits for persons working at the facilities in which the items of apparel have been or will be manufactured or distributed, laundered, or dry cleaned.

BASE HOURLY WAGE: <u>SEE 2 PAGE</u>	PERCENTAGE OF WAGE LEVEL PAID AS HEALTH BENEFITS: <u>ADDENDUM ATTACHED</u>
-------------------------------------	--

\$	%
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In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit of

Compliance form in good faith and have made no willingly false or misleading statements. Further, I have disclosed the names and plant locations of all my manufacturers and their subcontractors purchasing, renting, laundering and dry cleaning of items of apparel that I sell to

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I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above:

AUTHORIZED SIGNATURE: Charles Rosen

PRINTED NAME: CHARLES ROSEN

COMPANY NAME: BLAUER MANUFACTURING CO., INC.

Personally came before me on this 16th day of December, 2003.

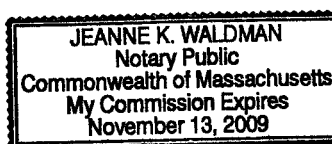
(he/she) Charles Rosen who acknowledges that he/she executed the foregoing document for the purpose therein contained for and on behalf of said company. IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

(SEAL)

Jeanne Waldman
NOTARY PUBLIC SIGNATURE

JEANNE WALDMAN
PRINT NAME

My commission expires:



ADDENDUM TO AFFIDAVIT OF COMPLIANCE-PROCUREMENT OF ITEMS OF
APPAREL FROM
RESPONSIBLE MANUFACTURERS PROVISION

BID/RFP NUMBER 1259 DATE

A.

Name of Manufacturer/
Contractor/Subcontractor:

Fuqing Grace Hill Products Co., Inc.

Address:

Hong Kuan Industrial Village, XiTou, YangXia

City:

FuQuing City

State/Province:

FuJian Province

Zip Code:

350323

B.

Owners:

Name of Manufacturer/
Contractor/subcontractor:

Mr. Jack Lai

Mr. Henry Liu

Address:

Hong Kuan Industrial Village, XiTou, YangXia

City:

FuQuing City

State/Province

FuJian Province

Zip Code:

350323

C.

Base Hourly Wage:

RMB 4.626 = \$0.514692 (conversion as of 11:33 15 December 2003)

Percentage of wage level paid as health benefits:

14.19%

A.

Name of Manufacturer/
Contractor/Subcontractor:

Hui Yang Charming Garment Fty.



Address:
Dan Shui Zhen

City:
Hui Yang Hsien

State/Province:
Guang Dong

Country:
China

Zip Code:
None provided.

B.

Owners:
Name of Manufacturer/
Contractor/subcontractor:
Mr. Lau Siu Ching

Address:
Dan Shui Zhen

City:
Hui Yang Hsien

State/Province:
Guang Dong

Country:
China

Zip Code:
None provided

C.

Base Hourly Wage:
\$0.625

Percentage of wage level paid as health benefits:
8.3%



Blauer Manufacturing Co., Inc.

ANTI-SWEATSHOP/HUMAN RIGHTS POLICY

Blauer Manufacturing Co., Inc. a major player in the public safety uniform industry and an acknowledged industry leader is committed to ethical and legal business practices. Accordingly we are supportive of the national dialogue designed to eradicate sweatshop conditions surrounding the manufacturing of products associated with the Apparel Industry.

We support a code of conduct in our factories and for our contractors and licensees that will help guarantee safe, healthy and fair conditions for workers who produce our public safety uniform apparel. We support the position of the U.S. Labor Department, the Apparel Industry Partnership and the Fair Labor Association regarding employment and provision of fair treatment.

For three generations Blauers have supplied quality public safety uniform apparel. Charles Blauer and his sons Michael, Stephen and Bill and Charles' daughter Sharyn are actively engaged in the operation of the Company. They personally and as a corporation support the foregoing and the following Principles:

1. Code of Conduct. We believe firmly that workers in this country and abroad that help produce the apparel bearing the Blauer Label should be treated humanely and fairly and should work under healthy and safe conditions. Accordingly, we endorse a Code of Conduct for all our factories, contractors and licensees that include important provisions, many of which are supported by national or international law and deeply held norms.

These provisions aim to ensure:

- ❑ Compliance with all applicable national laws;**
- ❑ Compensation standards, including payment of the higher of the minimum wage or local prevailing wage;**
- ❑ Humane limitations on the required hours of work;**
- ❑ Limitations on child labor, consistent with international and national law;**

- ❑ Prohibition of forced labor;
- ❑ Safe and healthy working environment;
- ❑ Nondiscrimination in employment based on gender, race, religion, age, disability, nationality, or ethnic origin;
- ❑ Prohibition of harassment of employees; and
- ❑ Freedom of association and collective bargaining.

2. Commitment to Implementation. We also believe firmly that ensuring that these provisions (and others as described below) are followed will require commitment and follow-through, not only by us but also by other public safety uniform apparel manufacturers. We support appropriate associations, consortia, or other groups that will work to ensure compliance. Where needed we will engage the services of SGS (the Societe General De Surveillance) an internationally recognized inspection firm, to independently monitor compliance and confirm that our employment and working condition standards are being met. We will urge others in the public safety uniform business to do the same or equal.

3. Public Disclosure. We believe that consumers of Blauer's products should know that these goods are manufactured in compliance with a Code of Conduct. Blauer will take the lead and promote the organization of a Public Safety Uniform Industry Anti Sweatshop/Humane Rights Committee (perhaps within the framework of an existing organization) of apparel companies in the public safety uniform business. The Committee will require factories, contractors and licensees to provide full disclosure as expeditiously as possible under existing contracts and as a condition of future contracts. Accordingly, we advocate the full public disclosure of company names, production and manufacturing locations for public safety uniform apparel through such a committee.

4. Compensation Standards. We believe that, as a matter of human rights and human dignity, workers engaged in the production of public safety uniforms should receive wages that meet at least their basic needs. This concept has been sometimes referred to as a "living wage". In many instances, such a wage level would exceed the minimum and/or prevailing wage. However, defining a wage level or levels (across different countries and locations) presents significant challenges: it is widely held that there is no current consensus on these compensation levels. Nevertheless, we believe it is fundamentally important to engage in that process to define wage level(s) for workers engaged in the production of public safety uniform apparel that would meet at least their basic needs and be

consistent with human rights.

5. Guidelines and Standards. Accordingly, We will join in appropriate research studies with a Public Safety Uniform Industry committee, United States Labor Department and international groups and organizations, to determine guidelines that could create appropriate wage standards. Through these studies Blauer will work to identify a wage level(s) for workers employed by our factories, contractors and licensees consistent with human rights and our personal and corporate values. Based on that information, we will work to implement a policy that will ensure that our plants and contractors compensate workers at a wage level(s) consistent with basic human rights and dignity. Additionally, we will advocate that the Public Safety Apparel Industry Committee and other national and international organizations explore this topic to determine how and where a Code of Conduct might be modified to reflect the payment of wage level(s) consistent with human rights.

6. Women's Rights. A majority of workers making Blauer products are women who may be vulnerable to exploitation or coercion. We, therefore, will advocate that a Code of Conduct should explicitly protect women with respect to equal pay, equal treatment and equal rights, as well as ensure their reproductive health and freedom during pregnancy and maternity leave. We will require our plants, contractors and licensees to ensure that women employees receive fair treatment and are free from coercion or exploitation.
